

DOCUMENT RESUME

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*Released 7/18/77*

[The Lummi Indian School of Aquaculture]. HRD-77-108;  
B-164031(1). June 17, 1977. 6 pp. + 8 enclosures (12 pp.).

Report to Rep. Lloyd Meeds; by Gregory J. Ahart, Director, Human Resources Div.

Issue Area: Education, Training, and Employment Programs:  
Relation of Students' Educational Experiences to Society and the Work World (1105); Education, Training, and Employment Programs: Programs for Specific Target Groups (1108).

Contact: Human Resources Div.

Budget Function: Education, Manpower, and Social Services:  
Elementary, Secondary, and Vocational Education (501).

Organization Concerned: Department of Health, Education, and Welfare; Department of the Interior; Community Services Administration; Department of Commerce.

Congressional Relevance: Rep. Lloyd Meeds.

A review was made of the activities of the Lummi Indian School of Aquaculture, near Bellingham, Washington, from June 1973 through February 1977. The review concentrated upon: (1) the sources and use of Federal Funds, (2) the extent and use of equipment purchased with Federal funds, (3) the overhead costs in administering the program, (4) the per-student cost compared with similar programs, (5) job opportunities and duration and salary of such employment, and (6) the training-related job market. Findings/Conclusions: Funding by four Federal Agencies during the period June 1973 through September 1976 amounted to \$1.5 million, with the Bureau of Indian Affairs providing 55%. The cost of instructional equipment purchased was \$48,000, and six vans and one truck were purchased for about \$40,000. Except for a few items, all were being used by the school for student training. Through August 1976, \$36,645 went for tribal overhead expenses. On the basis of 110 completed 9-month school terms, average annual cost per completed student was \$13,209, compared with Peninsula College's \$1,386 per student. Of 62 students from the Aquaculture school who entered the job market, 40 obtained employment, but only 26 were in training-related jobs. These 26 have held a total of 32 different positions--27 with Indian tribes. The hourly rate ranged from \$3.00 to \$5.19. The job market was "fair to poor" at all hiring levels. (DJM)



UNITED STATES GENERAL ACCOUNTING OFFICE

WASHINGTON, D.C. 20548

02446  
HUMAN RESOURCES  
DIVISION

B-164031(1)

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Released JUN 17 1977  
7/18/77 #

The Honorable Lloyd Meeds  
House of Representatives

Dear Mr. Meeds:

Your letter of December 10, 1976, requested that the General Accounting Office review certain aspects of the operation of the Lummi Indian School of Aquaculture located near Bellingham, Washington. The school is one of several enterprises operated by the Lummi Indian tribe. These enterprises include a profit-oriented aquaculture project.

Specifically, you requested information on (1) the sources and use of Federal funds, (2) the extent and use of equipment purchased with Federal funds, (3) the overhead costs incurred by the Lummi Tribe in administering the program, (4) the per-student cost compared to similar programs, (5) where training-related jobs were obtained, and the duration and salary of such employment, and (6) the training-related job market for aquaculture school graduates.

For this review we interviewed officials of the aquaculture school and the Lummi Business Council, Peninsula College, Washington State; and the various Federal agencies funding the school's operations. We also examined records at each of the organizations above. Our review covered the aquaculture school's activities from June 1973 through February 1977.

SOURCES AND USE OF FEDERAL FUNDS

The aquaculture school received over \$1.5 million from four Federal agencies since its inception in 1973 through September 1976. The Bureau of Indian Affairs has provided 55 percent of the funds; the Community Services Administration (formerly the Office of Economic Opportunity), 25 percent; the Office of Education, 12 percent; and the Economic Development Administration, 8 percent. A summary of the funding from each agency is contained in enclosure I.

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The aquaculture school's major costs are staff salaries (33 percent), student stipends (31 percent), and space rental (8 percent). However, because funds were commingled and contract periods overlapped, the funds use could not be precisely matched to sources in all cases. However, our analysis of the sources and use of Federal funds, to the extent that we could determine based on records and documents available at the aquaculture school, is contained in enclosure II.

UTILIZATION OF EQUIPMENT  
PURCHASED WITH FEDERAL FUNDS

The aquaculture school's financial records showed purchases of about \$48,000 in instructional equipment were charged to the Office of Education, Community Services Administration, and Bureau of Indian Affairs funds; many items were of low unit cost. We identified 34 items with a unit cost of \$250 or more. (See enclosure III.)

We physically verified that each of the 34 items of equipment existed. Excepting a few items in storage or being used for administrative support, we found that all equipment was being used by the aquaculture school for training students. Tribal officials obtained a copy of your letter to us before we visited them and were, therefore, aware of your concern regarding possible equipment misuse. We could not determine if this equipment had been used for the Lummi profit-oriented aquaculture project. However, we have no reason to believe that this equipment is not necessary for, and used for, school instruction.

The aquaculture school also purchased six vans and one pickup truck with about \$40,000 of Federal funds provided by the Office of Education, Community Services Administration, and Bureau of Indian Affairs. Two vans were purchased outright in 1973, and the other five vehicles were acquired under a time-purchase arrangement. The school was using all seven vehicles at the time of our fieldwork.

OVERHEAD COSTS INCURRED BY TRIBE  
IN ADMINISTERING THE AQUACULTURE  
SCHOOL PROGRAM

At the time of our review, the \$20,000 mentioned in your letter as budgeted for tribal overhead had not been approved and funded by the Bureau of Indian Affairs. According to Lummi Indian Business Council officials, the \$20,000 was to cover school activities such as preparing contracts, administering aquaculture school funds, and student use of the Lummi neighborhood facility.

Charges for tribal overhead expenses associated with the aquaculture school were first made in April 1975, and through August 1976 the council was paid \$36,645 for such expenses. Our analysis of these past charges raised questions about the rate of certain charges and about the propriety of other charges. For example, the largest single item of tribal overhead was student use of the tribe's neighborhood facility. The school population averages about 45 students--30 percent are resident Lummi--compared to about 900 Lummi residing on or near the reservation; however, the school's overhead charge represents 36 percent of the operating cost for the facility for the 18-month period. We also noted that certain overhead charges appeared to be costs directly associated with operating the school, such as \$8,355 in taxes and interest on the property used by the school. Enclosure IV presents our analysis of tribal overhead associated with the aquaculture school.

In a 1976 audit report on funds provided to the aquaculture school, the Community Services Administration stated that the business council had charged the aquaculture school with "unauthorized and unsupported" tribal overhead costs. Subsequently, the Community Services Administration ordered the business council to return all funds received for overhead costs to the aquaculture school. The business council has not yet responded to this order.

#### PER-STUDENT COST

The aquaculture school's training program consists of two 9-month school terms. A student completing at least one term is considered to have successfully completed the program. We used three different methods for computing the school's per-student cost: (1) the 1977 budget divided by the present student population, (2) total costs divided by total student months, and (3) total costs divided by total students who completed at least one term. The following describes each of these methods and the results of our computations:

1. The aquaculture school's budget for the present school year, 1976-77, is \$291,633, excluding student stipends. The school's 1976-77 student enrollment through February 1977 ranged from 35 in September to 50 in February. Assuming 50 students, the annual per-student cost would be about \$5,830. In addition, each student receives a minimum monthly stipend of \$300. On this basis, the 1976-77 average annual per-student cost will be at least \$8,530.

2. From its start in June 1973, through June 1976, the Federal Government has provided the school funds totaling \$1,452,960. 1/ This figure includes student stipends. During this period 1,448 student-months 2/ were recorded. On this basis, the average cost per student-month was \$1,003, or \$9,027 average annual per-student cost.

3. The aquaculture school has experienced a substantial dropout rate. Of 213 students enrolled between June 1973 and February 1977, only 83 3/ completed one 9-month term, and 27 of these 83 completed the second 9-month term. See enclosure V for details on student status. On the basis of 110 completed 9-month school terms, the average annual cost per completed student term was \$13,209.

As requested, we attempted to identify and compare the cost of attending a similar work training program. As far as we could determine, the Lummi Indian School of Aquaculture is the only fishery training program managed by an Indian tribe. We did find, however, that similar fishery training is provided by Peninsula College, located near Port Angeles, Washington. The cost to attend Peninsula College is about \$3,000 per year for Washington State residents and \$3,400 per year for nonresidents. This covers tuition, books, and room and board. Peninsula is a State-supported institution, and as such, the \$252 tuition cost covers only about 18 percent of the college's operating costs, estimated by State officials to total \$1,386 per student. Thus, the total per-student cost would be \$4,386 per year for Washington State residents and \$4,786 per year for nonresidents. Since July 1974, 10 Indian students receiving Bureau of Indian Affairs funds have attended the Peninsula fisheries program. One is still enrolled in the program, but none have completed the 2-year program.

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1/The school was first closed for summer vacation from June 19 through September 26, 1976; therefore \$69,400 awarded for the period July 1 through September 30, 1976, was not included.

2/One student in attendance during a month equals a student-month.

3/Twenty-one of these students are presently in the second term of school.

LENGTH OF EMPLOYMENT AND SALARY  
LEVEL OF AQUACULTURE SCHOOL GRADUATES

Sixty-two students have completed at least one 9-month term and entered the job market. Of these, we were able to substantiate, by contacting their employers, that 40 obtained employment of one type or another but only 26 were in training-related jobs. As of February 28, 1977, 18 were still employed in training-related positions and 7 of these had been employed for 1 year or more.

Most training-related employment has been with Indian tribes. The 26 graduates who obtained training-related employment have held a total of 32 different positions-- 27 were with Indian tribes. The hourly rate ranges from \$3.00 to \$5.19 with an average of \$3.78.

Enclosures VI, VII, and VIII detail the jobs obtained by the graduates of the aquaculture school.

JOB MARKET FOR FUTURE  
AQUACULTURE SCHOOL GRADUATES

Since most aquaculture school students have been Washington State residents, we confined our job market analysis to Washington. Our analysis showed that the job market was "fair to poor" at all hiring levels--Indian tribe, State, Federal, and private sectors.

Graduates of the Lummi Indian School of Aquaculture obtained 23 training-related jobs in the State of Washington; 20 of these jobs were with Indian tribes. The Lummi Tribe provided 12 of these jobs. It currently employs 44 people in fishery positions requiring aquaculture training. The tribe has reached a saturation level in its ability to absorb new aquaculture school graduates. According to the personnel officer for the tribal enterprises, the tribe will provide few fishery job opportunities during 1977 because of low job turnover and an austere budget. She added, however, that additional Federal funding could create three new fishery positions.

Lummi Indian School of Aquaculture graduates have obtained only three training-related jobs with Washington's non-Indian employers, and future opportunities appear scarce. According to Washington State officials, the State hires about 15 people annually for fisheries positions; however, the State presently has frozen hiring. In addition, eight Indians were working in State hatcheries under an Indian on-the-job training program in which the State provides

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facilities and instruction and the Federal Government provides the trainees' salaries. According to a State personnel officer, these individuals would have an advantage in obtaining permanent employment as it becomes available.

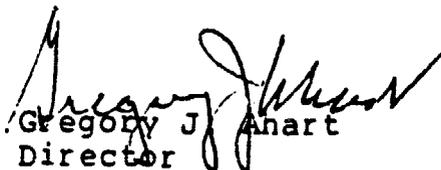
Opportunities for Federal fishery employment in Washington are very limited. According to U.S. Fish and Wildlife and National Marine Fisheries Service officials, the primary Federal fishery position not requiring a college degree is a biological technician position, and 43 of these, as permanent positions, exist in Washington. The Fish and Wildlife Service hired five technicians during 1976 while the National Marine Fisheries hired only one or two. No significant increase is anticipated in the foreseeable future.

According to State officials, private fishery operations in Washington are in their infancy, consisting of 11 salmon and over 100 freshwater game hatcheries. However, only the salmon and 15 to 20 of the game hatcheries employ nonfamily members, and most of the game hatcheries are small operations. State officials said that the private hatcheries were looking for individuals with a level of experience exceeding graduates of aquaculture schools.

Although we did not obtain formal comments on the contents of this report from officials of the Lummi Indian School of Aquaculture or the Lummi Indian Business Council, we did discuss our findings with the chairman of the business council. He expressed concern about the overhead and fishery jobs data because it could be interpreted as showing excessive overhead and low job placement. He believed that the tribe was charging a nominal overhead rate compared to other educational institutions and that the aquaculture school's job placement percentage was commendable when compared to other Federal training programs.

A copy of this report is also being provided to the Chairman, Subcommittee on Indian Affairs and Public Lands, House Committee on Interior and Insular Affairs, as suggested by your office.

Sincerely yours,

  
Gregory J. Ahart  
Director

Enclosures - 8

SUMMARY OF FEDERAL ASSISTANCE TO  
THE LUMMI INDIAN SCHOOL OF AQUACULTURE  
THROUGH SEPTEMBER 1976

<u>Source of funds</u>	<u>Period of funding</u>	<u>Amount of assistance</u>
Office of Education	7/73-10/74	\$180,000
Economic Development Administration	3/73-9/74	127,165
Bureau of Indian Affairs	7/74-12/74	98,368
Office of Economic Opportunity/ Community Services Administration	7/74-11/75	373,050
Bureau of Indian Affairs	7/75-9/76	488,617
Bureau of Indian Affairs	(a)	<u>255,160</u>
 Total		 <u>\$1,522,360.</u>

a/This assistance was provided during fiscal years 1974 and 1975. It included \$78,281 which the aquaculture school received from the Bureau of Indian Affairs as monthly reimbursements for student tuition, and \$176,879 which the Bureau of Indian Affairs provided directly to aquaculture school students in the form of stipends.

SUMMARY OF FUNDS USE BY SOURCE  
LUMMI INDIAN SCHOOL OF AQUACULTURE  
THROUGH SEPTEMBER 1976

<u>Type of expenditure</u>	<u>Office of Education</u>	<u>Economic Development Administration</u>	<u>OEO/CSA (notes a, c)</u>	<u>Bureau of Indian Affairs (note a)</u>	<u>Bureau of Indian Affairs tuition</u>	<u>Total</u>
Personnel costs	\$105,052	\$58,946	\$ 88,631	\$254,459	\$ 545	\$507,633
Student stipends			133,042	b/345,629		478,671
Space costs		19,925	26,980	67,707	5,458	120,070
Consultants		16,225	9,000	3,048	3,637	31,910
Travel and per diem	754	5,632	16,764	4,941	1,083	29,174
Consumable supplies	18,022	3,890	19,150	12,178	629	53,869
Rental, lease, or purchase of equipment						
Other direct costs	43,112		30,916	6,497	12,703	93,228
Tribal overhead	13,074	21,573	15,529	16,802	3,891	70,869
Administrative costs			26,645	10,000		36,645
Operating costs				25,110	7,195	32,305
Remodeling				29,579		29,579
Under (over) expenditures	(14)	974	6,393	(12,086)	30,038	25,305
<b>TOTAL</b>	<u>\$180,000</u>	<u>\$127,165</u>	<u>\$373,050</u>	<u>\$763,864</u>	<u>\$78,281</u>	<u>\$1,522,360</u>

a/Federal expenditures for the Office of Economic Opportunity/Community Services Administration and the Bureau of Indian Affairs were commingled and the allocation between the two was made by aquaculture school officials. Accounting records do not support the allocation in all cases.

b/\$176,879 of student stipends went directly from Bureau of Indian Affairs to students.

c/Office of Economic Opportunity/Community Services Administration.

EQUIPMENT PURCHASES EXCEEDING \$250 PER UNITLUMPI INDIAN SCHOOL OF AQUACULTURE

<u>Type of equipment</u>	<u>Date of purchase</u>	<u>Use or description</u>	<u>Location</u>	<u>Number of units</u>	<u>Total cost</u>
Electric shaker	8/73	Shaking vaccines	Micro-laboratory	1	\$ 385
Distilling unit	8/73	Distills water	Micro-laboratory	1	495
Boat trailer	8/73	Hauls boats onto beach	Beach	1	267
16-ft. fiberglass skiffs and outboard motors	8/73	To haul nets for gathering samples	In bay or storage	2	2,446
Portable dissolved oxygen meters	2/74	Measures oxygen in water	Water quality laboratory	2	1,314
Olivetti typewriter	2/74	Secretary's use	Storage	1	446
Pipeline	3/74	Polyvinyl chloride pipeline	Seawater system	1	1,188
Plankton centrifuge	6/74	Spins down plankton from water samples	Micro-laboratory	1	435
Flow meter	6/74	Used to determine stream flow	Water quality laboratory	1	500
Stereo microscopes	6/74	For student use in laboratory	Teaching laboratory	2	1,190
Compound microscopes	6/74	For student use in laboratory	Teaching laboratory	1	1,100
Portable coliform kit	6/74	Measures pollution in freshwater streams	Water quality laboratory	2	1,103
Physiology kit	6/74	Teaching device for demonstration	Teaching laboratory	1	315
Salinometer probe	6/74	Measures salinity in water	Water quality laboratory	1	470

## ENCLOSURE III

## ENCLOSURE III

<u>Type of equipment</u>	<u>Date of purchase</u>	<u>Use or description</u>	<u>Location</u>	<u>Number of units</u>	<u>Total cost</u>
Hand winch	6/74	Part of subsurface sampling system	Storage	1	308
Metering wheel	6/74	Part of subsurface sampling system	Storage	1	281
Compound microscope	6/74	For student use in laboratory	Storage	1	1,185
Deepwater pump	6/74	Brings in seawater	Seawater system	1	882
Thermistor thermometer	6/74	Monitors temperatures	Seawater system	1	475
Minicorder	6/74	Records temperatures	Water quality laboratory	1	475
Electrofisher	12/74	Attracts fish for samples	Water quality laboratory	1	766
Compound microscope	4/75	For student use in laboratory	Teaching laboratory	1	1,741
Dionizer	5/75	Makes distilled water	Micro-laboratory	1	493
IBM typewriter	7/75	Secretary's use	Main office	1	635
Blower	7/75	To grow algae	Storage	1	758
40 h.p. outboard motor	8/75	For use on power boat	Storage	1	325
Mettler top loader	3/76	Measures out chemicals	Water quality laboratory	1	1,496
Scanning tele-thermometer	5/76	Monitors temperatures	Seawater system	1	485
Deepwater pump	6/76	Backup pump for bringing in seawater	Seawater system	1	889
Tpelco waterbath	7/76	Chemical testing	Water quality laboratory	<u>1</u>	<u>375</u>
				<u>34</u>	<u>\$23,183</u>

ANALYSIS OF USE OF TRIBAL OVERHEAD ASSOCIATED  
WITH LUMMI INDIAN SCHOOL OF AQUACULTURE

<u>Type of expenditures</u>	<u>Expenditures by source of funds</u>		
	<u>OEO/CSA</u> <u>(note a)</u>	<u>Bureau of</u> <u>Indiar.</u> <u>Affairs</u>	<u>Total</u>
Neighborhood facility	\$10,675	\$ 2,602	\$13,277
Real estate taxes and interest on school property	2,359	5,996	8,355
Administrative budget for tribal expenses	5,896		5,896
Storage bill paid to former school property owner	2,180		2,180
Travel	2,761	259	3,020
Administrative budget for enrollment seminar	656		656
Tribal telephone bill	918		918
Health facility kitchen equipment		269	269
Other	<u>1,200</u>	<u>874</u>	<u>2,074</u>
Total	<u>\$26,645</u>	<u>\$10,000</u>	<u>\$36,645</u>

a/Office of Economic Opportunity/Community Services  
Administration.

STATUS OF STUDENTS AS OF FEBRUARY 18, 1977LUMMI INDIAN SCHOOL OF AQUACULTURE

Tribe	Tribe location	Number of students currently enrolled		Number of students who completed and left program		Number of students who dropped out	Total
		1st year	2nd year	1st year	2nd year		
Lummi	Washington	14	8	12	8	26	68
Tlinget	Alaska		3	3	3	6	15
Other							
Alaska tribes	Alaska	2		1	1	11	15
Klallam	Washington			1	1	6	8
Sioux	North Dakota		1			8	9
Skokomish	Washington					5	5
Nooksack	Washington			1	1	4	6
Colville	Washington		1	3	1	2	7
Suquamish	Washington		1	1	3	1	6
Shinnecock	New York			a/4			4
Paiute	Nevada			1	2	1	4
Nez Perce	Idaho			1	1	3	5
Blackfeet	Montana	2	1		1	2	6
Apache	Arizona			2		1	3
Swinomish	Washington	1		1	1	1	4
Hoh River	Washington	1				3	4
Quinault	Washington	1		1		3	5
Crow	Montana					2	2
Chippewa	Michigan					2	2
Makah	Washington	1			1	1	3
Suak-							
Suiattle	Washington		2	1	1		4
Wampanoag	Massachusetts		c/2		c/2		4
Flathead	Montana	1				1	2
Passamaquoddy	Maine	2	2				4
Upper							
Skagit	Washington	2					2
Other (note b)	Various	<u>1</u>	<u>1</u>	<u>2</u>	<u>—</u>	<u>12</u>	<u>16</u>
Total		<u>28</u>	<u>22</u>	<u>35</u>	<u>27</u>	<u>101</u>	<u>213</u>

a/The four members of the Shinnecock Tribe attended the aquaculture school for 7-1/2 months under a special program and returned to training-related jobs with their tribe. We considered them to be completions.

b/No more than one individual per tribe.

c/One of these individuals has returned to the program, although he had completed the second year. For purposes of this schedule, he is counted both as having completed the second year program and as being currently enrolled.

SUMMARY OF TRAINING-RELATED JOBS OBTAINED  
BY GRADUATES OF THE LUMMI INDIAN SCHOOL  
OF AQUACULTURE AS OF FEBRUARY 28, 1977

<u>Employer</u>	<u>Jobs</u>
Lummi Tribe	12
Other Washington State Tribes	8
Tribes outside Washington State	7
State Government	3
Federal Government	1
Private	<u>1</u>
Total jobs	<u>32</u>

GRADUATES OF LUMMI INDIAN SCHOOL OFAQUACULTURE EMPLOYED IN TRAINING-RELATED JOBS

<u>Graduate's tribe</u>	<u>Last day of school</u>	<u>Employment period</u>	<u>Employer</u>	<u>Position</u>	<u>Hourly wage</u>
Lummi	3/1/74	5/1-6/7/74	Lummi Tribe	Oyster culturist	\$3.25
		9/6/74- 5/8/76	Lummi Tribe	Janitor (note a)	\$2.50
		5/9/76-	Lummi Tribe	Fishery watchwoman	\$3.25
Colville	3/15/74	5/15/74	Washington State Fish and Game	Fish culturist	\$3.30- 4.50
Apache	5/25/74	8/74- Unknown	Arizona Fish and Game	Fish culturist	\$3.00
		Unknown	U.S. Fish and Wildlife	Biological aide	Unknown
Paiute	5/31/75	12/9/75- 6/13/76	Paiute Tribe	Fish culturist	\$3.40
		6/14/76-	Paiute Tribe	Game warden	\$4.09
Lummi	5/31/75	6/5/75-	Lummi Tribe	Aquaculture school instructor	\$4.14- 4.42
Quinault	7/18/75	2/76-	Hoh River Tribe	Fish technician	\$3.75- 4.25
Lummi	7/31/75	3/24/75- Unknown	State of Washington	Fisheries technician	\$3.25
		10/1/75-	Lummi Tribe	Adm. asst. fisheries	\$3.83- 4.02
Makah	10/1/75	9/25/75- 7/23/76	Lummi Tribe	Fish culturist	\$3.61- 4.08
		8/1/76	Makah Tribe	Fish culturist	Unknown
Klallum	6/18/76	7/12/76-	Suquamish Tribe	Fish technician	\$4.62- 5.19
Swinomish	6/18/76	7/12/76-	Lummi Tribe	Wet labora- tory technician	\$4.28

## ENCLOSURE VII

## ENCLOSURE VII

<u>Graduate's tribe</u>	<u>Last day of school</u>	<u>Employment period</u>	<u>Employer</u>	<u>Position</u>	<u>Hourly wage</u>
Lummi	6/18/76	10/5- 11/12/76	Lummi Tribe	Production monitor	\$3.12
		12/6/76-	Lummi Tribe	Production monitor	\$3.86
Wampanoag	6/18/76	1/77-	Wampanoag Tribe	Shellfish warden trainee	\$4.00
Colville	12/17/76	2/77-	Suquamish	Fish technician	\$4.62
Suquamish	12/31/76	2/23/77-	Domsea (private)	Seafarm technician	Unknown
Shinnecock	6/19/75	4/1/76-	Shinnecock Tribe	Project director	\$4.57
Shinnecock	6/19/75	4/1/76-	Shinnecock Tribe	Water quality technician	\$3.85
Shinnecock	6/19/75	4/1/76-	Shinnecock Tribe	Water quality technician	\$3.85
Shinnecock	6/19/75	4/1/76-	Shinnecock Tribe	Water quality technician	\$3.85
Paiute (note b)	6/1/74	4/14/74- 2/28/75 & 4/14/75- 2/3/77	Lummi Tribe	Oyster culturist	\$3.22- 4.38
Sauk- Suiattle (note b)	6/18/76	1/10-14/77	Lummi Tribe	Fish culturist	\$3.86
Nooksack (note b)	1/31/75	6/75-3/1/76	Nooksack Tribe	Fish technician	Unknown
		9/13- 10/8/76	Skagit Tribe	Fish technician	\$4.33

## ENCLOSURE VII

## ENCLOSURE VII

<u>Graduate's tribe</u>	<u>Last day of school</u>	<u>Employment period</u>	<u>Employer</u>	<u>Position</u>	<u>Hourly wage</u>
Lummi (note b)	3/1/74	5/23-6/7/74	Lummi Tribe	Oyster culturist	\$3.22
Lummi (note b)	3/1/74	4/3-6/28/74	Lummi Tribe	Oyster culturist	\$3.22
Lummi (note b)	12/31/75	4/7-7/19/76	Lummi Tribe	Culture technician	\$3.50
		7/20/76-	Lummi Tribe	Fish <u>a</u> /butcher	\$3.75
Colville (note b)	3/1/74	3/25/74- Unknown	Colville Tribe	Fish and Wildlife technician	\$4.50
Suquamish	8/31/75	4/29- 7/15/76	Suquamish Tribe	Fisheries enforcement officer	\$4.33
		8/76-	Self- employed	<u>a</u> /Fisherman	Unknown

a/Nontraining-related job.

b/Not employed in training-related work as of February 28, 1977.

GRADUATES OF LUMMI INDIAN SCHOOL OF  
AQUACULTURE EMPLOYED IN NONTRAINING-RELATED JOBS

<u>Graduate's tribe</u>	<u>Last day of school</u>	<u>Employment period</u>	<u>Employer</u>	<u>Position</u>	<u>Hourly wage</u>
Tlinget	3/1/74	a/Unknown	Clear Creek Logging Company	Logger	Unknown
Lummi	3/1/74	9/26/74- Unknown, 7/12/76- Unknown, 2/10/77-	Lummi Tribe	Fish processing crew	\$2.75- 4.00
Colville	3/1/74	4/28/74-	Colville Tribe	Community center director	\$5.87
Lummi	3/1/74	9/6/74- 10/19/76	Lummi Tribe	Janitor	\$2.50
		10/20/76-	Lummi Tribe	Fish processor	\$3.25
Lummi	3/1/74	9/26/74- Unknown	Lummi Tribe	Fish processing crew	\$2.75
		Unknown (note a)	Local rest home	Aide	Unknown
Lummi	3/1/74	3/24- 9/15/75	Lummi Tribe	Preventive education coordinator	\$2.50
Lummi	7/1/74	5/2/76- Unknown	Lummi Tribe	Fish processing crew	\$3.25
Tlinget	7/31/75	8/76-	City of Kake, Alaska	Teacher aide	Unknown
Tlinget	7/31/75	1/77-	City of Kake, Alaska	Work study coordinator	Unknown

## ENCLOSURE VIII

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<u>Graduate's tribe</u>	<u>Last day of school</u>	<u>Employment period</u>	<u>Employer</u>	<u>Position</u>	<u>Hourly wage</u>
Lummi	7/31/75	6/30/76-	Lummi Tribe	Community health representative	\$3.00- 3.25
Pawnee	10/8/75	11/1/76- 1/21/77	Paiute Tribe	Secretary	Unknown
Klallum	10/31/75	Unknown (note a)	Suquamish	Construction	Unknown
Tlinget	2/28/76	Unknown (note a)	City of Kake, Alaska	Law and order officer	Unknown
Lummi	6/18/75	10/6/76-	Lummi Tribe	Community health representative	\$3.00
Suquamish	6/18/76	Unknown (note a)	Self- employed	Fisherman	Unknown
Suquamish	6/18/76	Unknown (note a)	Self- employed	Fisherman	Unknown
Suak- Suiattle	6/18/76	7/8/76-	Lummi Tribe	Maintenance worker	\$3.50
Nez-Perce	12/17/76	12/19/76-	Bureau of Indian Affairs	Clerk/ typist	\$3.37
Lummi	1/21/77	2/3/77-	Lummi Tribe	Maintenance worker	\$2.63

a/Employment data for these jobs was provided by aquaculture school officials and have not been verified by us.